



Docket No.: 59428/P001US/10020580  
(PATENT)

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re Patent Application of:  
Alan B. Cayton et al.

Application No.: 09/641,021

Confirmation No.:

Filed: August 17, 2000

Art Unit: 3629

For: SYSTEM AND METHOD FOR AUTOMATED  
SCREENING AND QUALIFICATION OF  
EMPLOYMENT CANDIDATES

Examiner: J. P. Ouellette

**DECLARATION OF ALAN CAYTON**

**SUBMITTED UNDER 37 C.F.R. 1.131**

Commissioner for Patents  
P.O. Box 1450  
Alexandria, VA 22313-1450

Dear Sir:

1. My name is Alan Cayton, I am over 21 years of age, and make this declaration based upon my own personal knowledge. All of the statements contained herein are, in all things, true and correct.
2. I am one of the inventors of the invention claimed in the above-identified patent application.
3. Prior to June 12, 2000, I conceived the idea of a system and method for automated screening and qualification of employment candidates as recited in the pending claims of the above-identified patent application.
4. Attached hereto as Exhibit A is a copy of a presentation that I prepared and submitted to Strategic Outsourcing Corporation, prior to June 12, 2000, for the filing of a patent

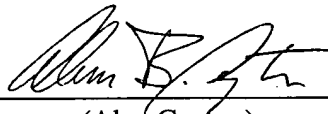
application. The presentation includes figures (substantially as illustrated in FIGURE 1 of the present application) illustrating an embodiment of the present invention. I comprehended these figures consistent with the description of FIGURE 1 in the present application, prior to June 12, 2000.

5. Strategic Outsourcing corporation is the owner, by assignment from the inventors, of the present application. I am Chief Executive Office (CEO) of Strategic Outsourcing corporation. Prior to June 12, 2000, Strategic Outsourcing corporation sought advice from its legal counsel, John Roach, Jr. regarding protecting the intellectual property of the present application. On June 6, 2000, representatives of Strategic Outsourcing corporation met with John Roach, Jr. concerning intellectual property protection for the subject matter of the present application, including copyright and patent protection.
6. Because John Roach, Jr. is not a patent attorney, he referred Strategic Outsourcing corporation to Fulbright & Jaworski L.L.P. as patent counsel. Representatives of Strategic Outsourcing corporation scheduled a meeting with attorneys of Fulbright & Jaworski L.L.P. to discuss representation in this matter, and one such meeting took place June 21, 2000. Between June 6, 2000 and June 21, 2000 teleconferences were conducted between attorneys of Fulbright & Jaworski L.L.P. and John Roach, Jr. and/or representatives of Strategic Outsourcing corporation regarding handling of intellectual property matters by Fulbright & Jaworski L.L.P. and scheduling the June 21, 2000 meeting between the attorneys of Fulbright & Jaworski L.L.P. and Strategic Outsourcing corporation.
7. Strategic Outsourcing corporation engaged Fulbright & Jaworski L.L.P. as patent counsel for the preparation of the patent application, and wrote a retainer check to Fulbright & Jaworski L.L.P. on June 22, 2000.
8. Fulbright & Jaworski L.L.P. began preparation of the present patent application, and Jody Bishop of Fulbright & Jaworski L.L.P. sent me a draft of the patent application on July 28, 2000.

9. I reviewed the draft of the patent application and provided comments regarding the same to my patent counsel.
10. Jody Bishop of Fulbright & Jaworski L.L.P. sent me a final draft of the patent application on August 15, 2000, along with the Declaration and Power of Attorney documents.
11. I reviewed the final draft of the patent application, approved it, executed the Declaration and Power of Attorney documents, and returned the executed documents to my patent counsel on August 16, 2000.
12. My patent counsel, Fulbright & Jaworski L.L.P., filed the patent application and executed Declaration and Power of Attorney documents with the United States Patent and Trademark Office on August 17, 2000.

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Date: April 5, 2005

  
(Alan Cayton)

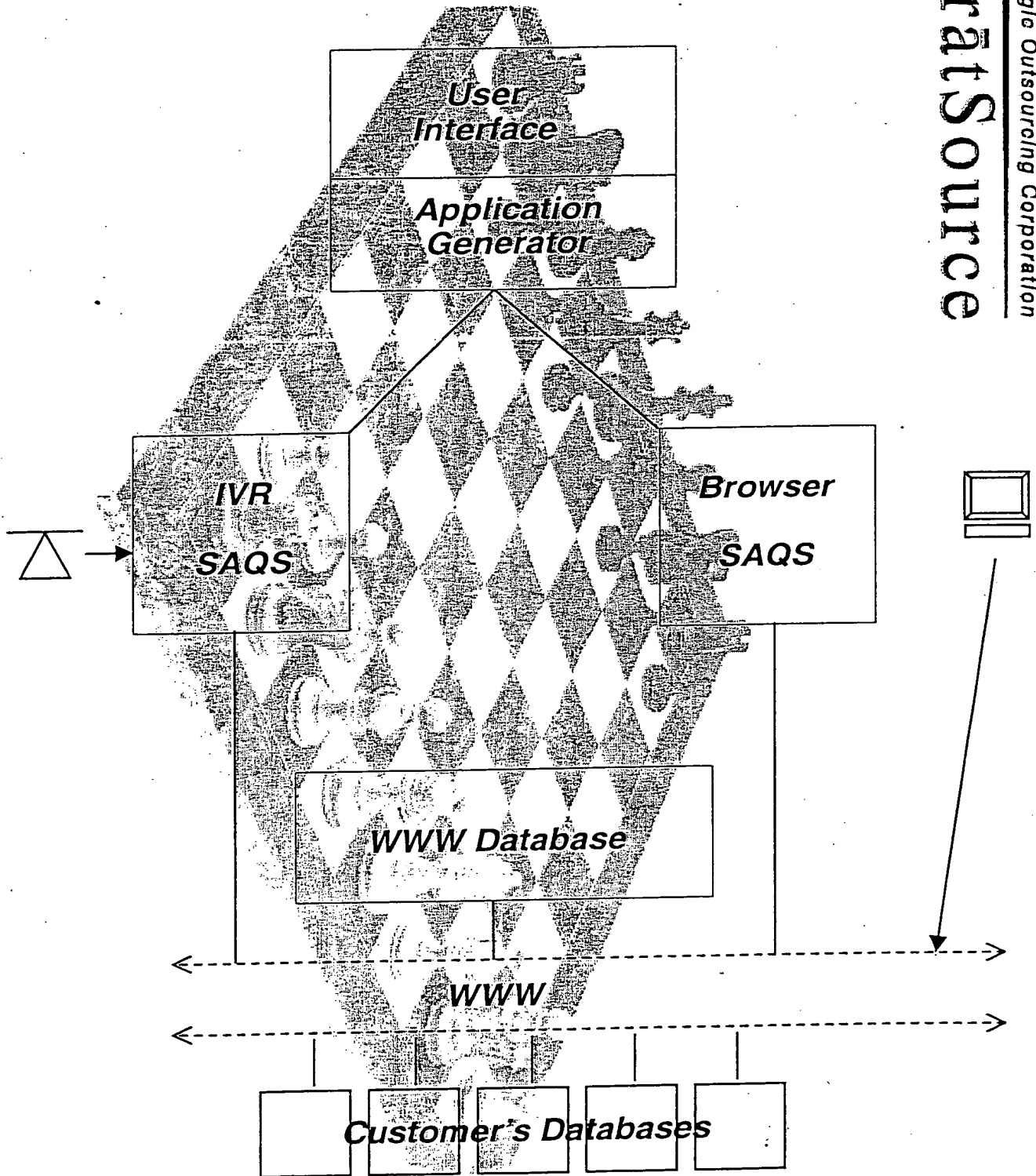
*Strategic Outsourcing Corporation*

**StrātSource**

EXHIBIT A



Strategic Outsourcing Corporation  
PROPRIETARY INFORMATION



*Strategic Outsourcing Corporation*

**StrātSource**

**SAQ<sup>TM</sup> is....**



**A Software Product That Provides a  
Powerful, Customized Operating  
Environment for Applicant Screening,  
Qualification and Scheduling**

Strategic Outsourcing Corporation  
PROPRIETARY INFORMATION

# StrātSource

## Components of SAQ™

- **Screening**

- Efficient and Accurate, Realtime Evaluation of Candidate Population

- **Qualification**

- Custom Developed, Position Dependent Qualifiers and Criteria Position Information

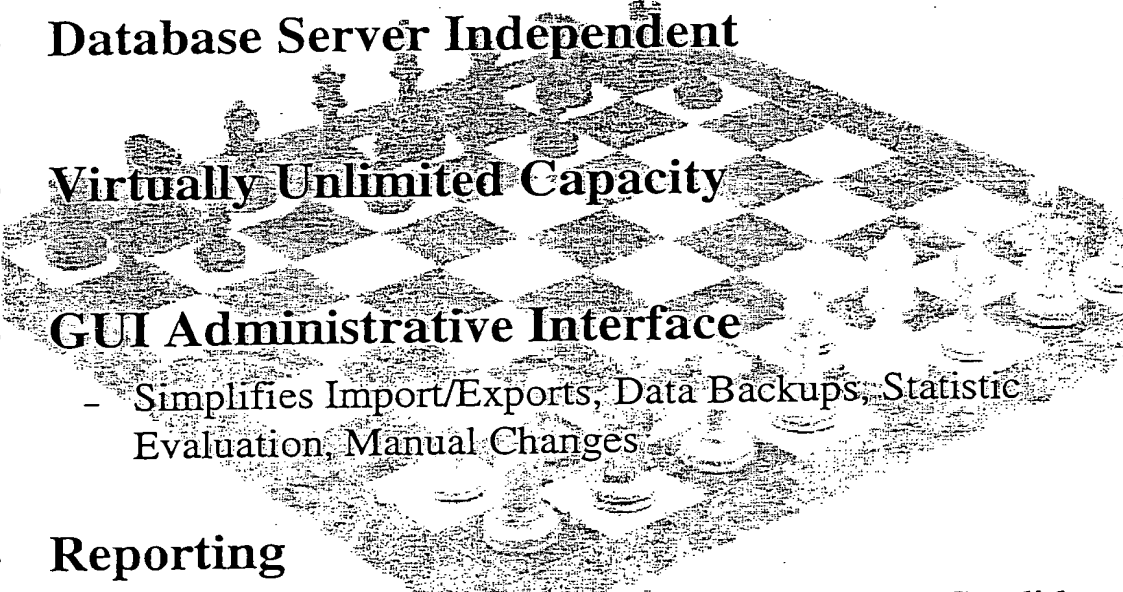
- **Notification**

- Realtime Information Provided to Candidates Regarding Areas of Background/Skill Deficiency

- **Scheduling**

- Application Automatically Schedules Qualified Candidates for the Next Step in the Hiring Process (e.g., Testing, Interviewing, etc.)

## Leading Edge Technology

- **Web-Enabled Database Application**
    - Application Operates on Intranet or Internet
  - **Database Server Independent**
  - **Virtually Unlimited Capacity**
  - **GUI Administrative Interface**
    - Simplifies Import/Exports, Data Backups, Statistic Evaluation, Manual Changes
  - **Reporting**
    - System is Pre-Designed to Deliver Individual Candidate Data and Overall Applicant Pool Statistics
    - Self Administration and Customized Reporting is Available
- 



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## Technology Cont'd.

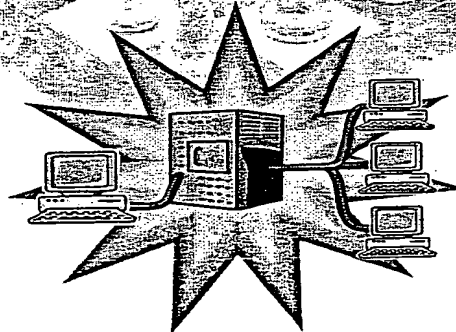
- **Mobility**

- Deployment at Remote Job Fairs or Other Public Candidate Generation Events

- **Ease-Of-Use**

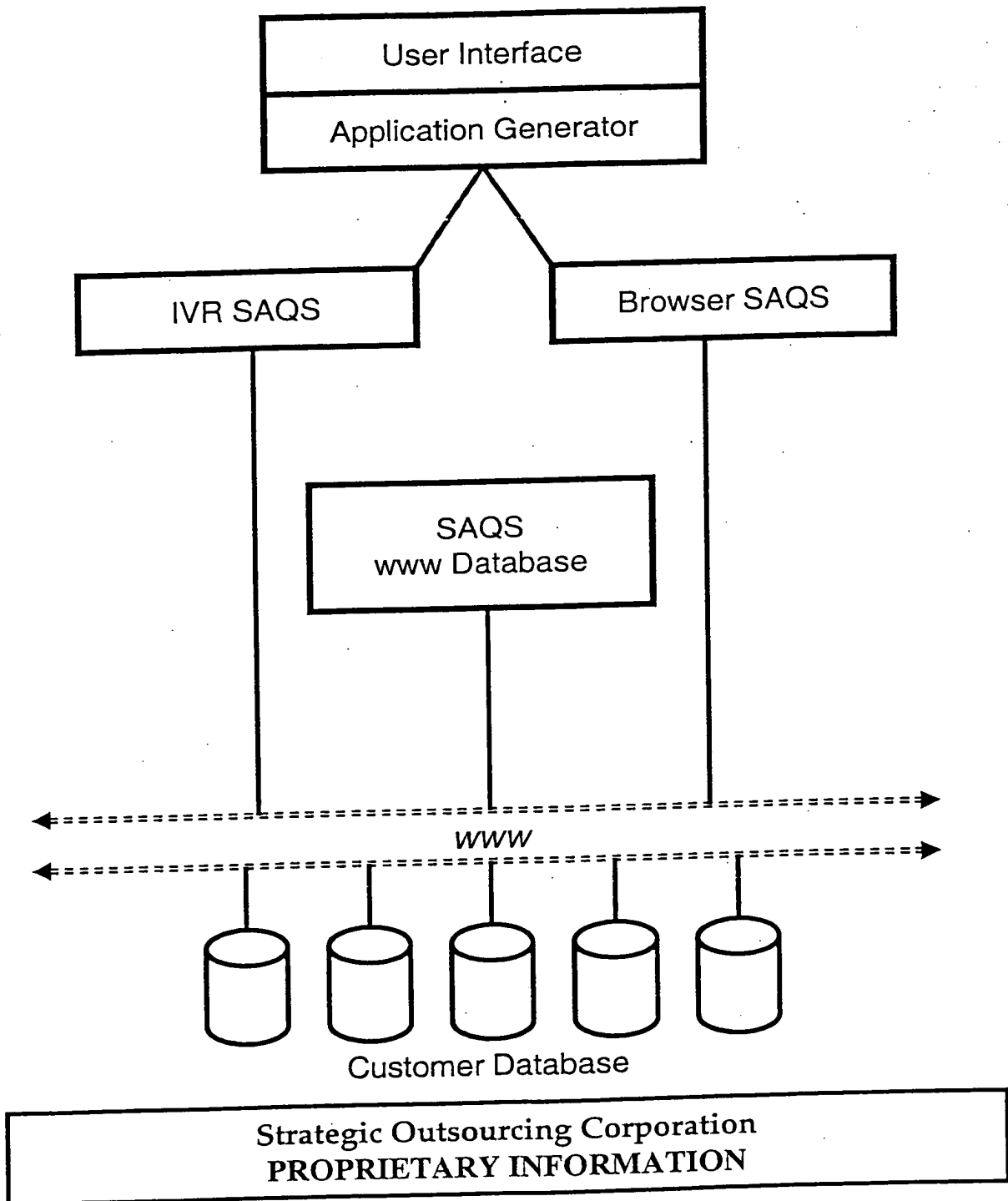
- Simplistic Screen Development
- Response Validation

Self-Administered Qualification  
(SAQ™)



*Strategic Outsourcing Corporation*

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